

Human Resources

Budget Message

FY 2003/04 and 2004/05

The **Human Resources Department** strives to initiate and facilitate strategies for building a workforce that supports and enhances organizational objectives.

FY 2002/03 accomplishments include:

- In conjunction with the countywide Strategic Plan, conducted an employee survey. Results indicate improvement in all areas over the prior survey and an overall 70% satisfaction rate.
- Assigned HR personnel to the JD Edwards conversion team. The JD Edwards software will ultimately integrate Fiscal, HR and Finance while providing expanded reporting capabilities.
- Initiated a strategy of targeted recruiting for key positions to reduce recruiting costs while creating a qualified candidate pool.
- Delivered an equitable and consistent In-House training program that reduced overall county training dollars and capitalized on In-House expertise.

The Department's budget highlights include:

- Implement goals and objectives identified in the countywide strategic plan.
- Participate in the J.D. Edwards system conversion.
- Continue the successes of the in-house training program which includes but is not limited to Effective Personal Productivity, Effective Supervisory Management, 7 Habits of Highly Effective People, The Academy, New Employee Orientation and Core classes.